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Harding Township and

PATROLMAN'S BENEVOLENT ASSOCIATION #1391981 WAGE AND BENEFITS CONTRACT

THIS AGREEMENT, made and entered into this 17<sup>th</sup> day  
of March, 1981, by and between:

THE TOWNSHIP OF HARDING, a Municipal Corporation in  
the County of Morris, and the State of New Jersey, party of the  
first part, hereinafter designated Harding Township, and

PATROLMAN'S BENEVOLENT ASSOCIATION #139 of the  
Township of Harding, in the County of Morris, and the State of  
New Jersey, party of the second part, hereinafter designated  
Representative,

WITNESSETH:

WHEREAS, pursuant to the provision of Chapter 303 of  
the Laws of 1968 of the State of New Jersey, the Representative  
submitted itself on behalf of the Police Department of the Town-  
ship of Harding, exclusive of the Chief; and

WHEREAS, Harding Township recognized the said  
Representative for patrolmen, sergeants and lieutenants of the  
Harding Township Police Department, and a contract was  
negotiated;

NOW, THEREFORE, in consideration for the services  
performed by the members of the Police Department of the Township  
of Harding, and the mutual covenants hereof, it is agreed as  
follows:

LIBRARY  
School of Management and  
Labor Relations

APR 4 1981

RUTGERS UNIVERSITY

1981

First: Except as to sections II, XIX, XX, the terms, conditions and provisions of the 1978 Wage and Benefits Contract dated February 28, 1978, and the 1979 Wage and Benefits Contract dated February 26, 1979, between Harding Township and the Representative are approved and adopted as the 1981 Wage and Benefits Contract between Harding Township and the Representative.

Second: The attached Sections II, XIX, XX, are approved and adopted as part of the 1981 Wage and Benefits Contract and shall be substituted in lieu of said sections in the 1978 and 1979 Wage and Benefits Contract.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed and sealed the day and year written above.

ATTEST:

TOWNSHIP OF HARDING

Wm. A. Thompson

By

W. E. Marzetti

ATTEST:

PATROLMAN'S BENEVOLENT  
ASSOCIATION #139

L. Frank Reaghty

By

David D. Stetson

SECTION II:        Salary

The salaries for the Harding Township Police Department for the term of this agreement shall be as follows:

Patrolmen

|              |           |   |           |
|--------------|-----------|---|-----------|
| Probationary | \$15,740. | - | \$16,975. |
| Step 1       | 17,325.   |   |           |
| Step 2       | 18,700.   |   |           |
| Step 3       | 20,090.   |   |           |
| Step 4       | 21,475.   |   |           |

Sergeants

|             |           |
|-------------|-----------|
| Step 1      | \$22,240. |
| Step 2      | 23,000.   |
| Lieutenants | \$24,525. |

Each step represents one year in grade. All policemen presently employed under the employ of Harding Township Police Department shall be eligible to move up in grade on their anniversary date and will move up at the descretion of the Chief of Police.

In addition to the foregoing, a stipend of \$600., per annum, shall be incorporated into the salaries of every member up to and including the rank of sergeant. Said stipend is in lieu of the singly-manned shifts which each member works in a year as a result of scheduling for vacation, sick-leave, compensatory time, etc., and shall be paid in two (2) installments: The first \$300. to be payable on July 1, and the remainder to be payable on December 1. A stipend of \$1,000., per annum, shall be incorporated into the salaries of every member above the rank of Sergeant and payable in \$500. installments on the aforementioned dates.

SECTION XIX: Term of the Contract

This agreement, exclusive of salaries and wages, shall become effective on January 1979, and remain in force for a period of three (3) years, to expire on December 31, 1981.

Salaries and wages, as listed in this agreement, shall become effective on January 1, 1981 and remain in force for a period of one (1) year, to expire on December 31, 1981.

SECTION XX:

It is agreed that proposals, concerning all aspects of this contract, will be exchanged between the Policemen's Benevolent Association #139 and the Township of Harding for the year 1982, by September 9, 1981.